



## **ROCKY MOUNTAIN EMPLOYERS IMMIGRATION ALLIANCE**

**Stern Elkind Curray & Alterman LLP**, the largest immigration law firm in the Rocky Mountain Region, **Heizer | Paul LLP**, a leading employment law firm, and **Recht & Kornfeld P.C.**, a highly regarded corporate criminal defense firm, have formed the **ROCKY MOUNTAIN EMPLOYERS IMMIGRATION ALLIANCE**. The Alliance offers comprehensive legal services to guide and support employers in complying with complex immigration laws and regulations, especially those that require employee verification.

As widely reported in the media, Immigration & Customs Enforcement (“ICE”) and other federal agencies are intensifying enforcement activities against employers. The Swift Meat Packing raid and a series of criminal prosecutions around the country are just the tip of the iceberg for the government’s long-term enforcement strategy. ICE has also revitalized its employment sanctions program and, in conjunction with the Social Security Administration, is creating a new “No-Match” Letter procedure. These actions come in a political climate that demands intensified enforcement actions against employers who may be hiring undocumented workers.

At the same time, many states, including Colorado, have passed their own immigration statutes, creating a labyrinth of sometimes contradictory requirements that add to employers’ paperwork, documentation, and compliance burdens.

In response, we have created the **ROCKY MOUNTAIN EMPLOYERS IMMIGRATION ALLIANCE**.

Because “an ounce of prevention is worth a pound of cure,” the Alliance offers a full range of audit and investigatory services related to employee verification. We develop company-specific compliance programs and conduct random sampling of I-9s, as well as full-scale audits. In doing so, we keep an eye on the need to maintain sound employment policies and procedures, including compliance with anti-discrimination and wage and hour requirements.

We also offer expertise in conducting internal investigations to identify existing or potential problems. We can assist in creating and implementing appropriate remedial measures aimed at avoiding both criminal and civil liability.

The Alliance provides employers with the resources to immediately and comprehensively respond to inquiries or investigations initiated by ICE or other government agencies. By having one point of contact, we can move quickly when there is no time to lose.

In addition, the Alliance offers a full range of training options to provide managers and supervisors with best practices for dealing with the immigration, employment, and criminal law implications of the employee verification process.

Finally, we offer due diligence services at a number of levels for companies that are acquiring, selling, or merging with new or existing enterprises.

***For information or to schedule an appointment, contact the Client Services Coordinator at (303) 692-0111 or at [info@secalaw.com](mailto:info@secalaw.com)***